



I N T E R N A T I O N A L

COMPENSATION

P L A N



LIFETIME
OPPORTUNITY



ACHIEVE YOUR
GOALS WITH OUR
UNIQUE STRATEGY



TIME AND
MONEY
FREEDOM

INDEX

QUALIFYING CUSTOMERS (QC).....	3
GET STARTED QUICKLY WITH AN ASSOCIATE PACKAGE.....	3
CUSTOMER ACQUISITION BONUS.....	4
TEAM BUILDING INCOME (TBI)	5
MATCHING BONUS.....	5
UNI-LEVEL BONUS	6
RANK QUALIFICATIONS / DEFINITIONS	6
GUIDELINES	7
GLOBAL LEGACY BONUS (GLB).....	8
GLOSSARY OF TERMS	9





HYBRID COMPENSATION PLAN

Qualifying Customers (QC):

In order to be eligible to receive commissions, an Ambassador MUST become a fully qualified Associate. A primary qualification of being an Associate is acquiring 5 directly enrolled Qualifying Customers (QC). A QC is defined as a member who has downloaded the GivBux Super App and has purchased a minimum of \$25.00 USD in GivBux. Once you have fully qualified for the rank of Associate, you will be eligible to begin earning commissions and bonuses.

GET STARTED QUICKLY WITH AN ASSOCIATE PACKAGE:

BUSINESS BUILDER PACK: \$247 (150 Total BV) initial and \$49.⁹⁷ monthly autopay (25 BV)

Learn what it takes to build a substantial customer network and learn how to earn true residual income. Learn how to nominate and onboard a local charity or local merchant. GivBux University will guide you through the process of engaging, enrolling, and successfully launching charities and merchants into the GivBux platform.

- Your own GBXIntl.com replicated website
- Full access to back-office tools, including marketing materials
- Access to GivBux University (login credentials emailed to you within 24 hours of purchase)

NOTE: Associates must have a minimum of 25 qualified customers in their network in order to sign up local merchants.

BUSINESS BUILDER PRO PACK: \$497 (340 Total BV) initial and \$49.⁹⁷ monthly autopay (25 BV)

In this elevated program, you will learn how to speak with merchants and enroll their businesses using our online application process, the most effective ways to launch a new merchant both online and in-store, simple step by step ideas for hosting events for charities/businesses, and ways to market your new partnership with GivBux as a merchant.

- Your own GBXIntl.com replicated website
- Full access to back-office tools, including marketing materials
 - Ability to market the "Cash Discount" Referral Program
 - Ability to qualify for additional team building positions
- Access to GivBux University (login credentials emailed to you within 24 hours of purchase)

NOTE: Associates must have a minimum of 25 qualified customers in their network in order to sign up local merchants.

Our Hybrid Compensation plan is designed to be inclusive and exceptionally lucrative for all participants. All commissions and bonuses are based on the Associate's number of direct Qualifying Customers (QC) enrolled, Business Volume (BV) and Rank earned.



CUSTOMER ACQUISITION BONUS

(Paid weekly)

The Customer Acquisition Bonus (CAB) is paid out on all Business Builder and Business Builder Pro Pack orders. A set amount of dollars from each ordered package will be placed into the CAB and paid out as outlined below. Examples: \$247 Business Builder Pack carries a \$50 CAB, and the \$497 Business Builder Pro Pack carries a \$100 CAB. The CAB pays out on 7 levels weekly as follows:

50% Level One - active **Associate** and above

15% Level Two - active **Director** and above

10% Level Three - active **Senior Director** and above

10% Level Four - active **Executive Director** and above

5% Levels Five, Six and Seven - active **Presidential Director**

NOTE: For the first 60 days from the date of package purchase, an Associate will be eligible to earn the Customer Acquisition Bonus (CAB) on all seven levels. Upon the 61st day, the Associate will only earn CAB based on their achieved rank listed above.

TEAM BUILDING INCOME (TBI)

(Paid weekly)

Earn 25% Team Building Income (TBI) from the Business Volume (BV) in your lesser team. Pay is based on the ranks explained below and paid weekly. You must have a minimum monthly order of \$49.⁹⁷ Personal Volume (PV) to maintain qualification to be paid through the compensation plan. Each new order carries business volume that is placed into the Team Building Income. Examples: \$247 Business Builder Pack carries 50 BV, and the \$497 Business Builder Pro Pack carries 120 BV.

Your first personally sponsored Associate will automatically be placed in your left team, and your second personally sponsored Associate will automatically be placed in your right team. You are now eligible to earn TBI pay. You will also now be able to select the placement of all other personally sponsored Associates.

With the purchase of a Business Builder Pro Pack, upon reaching the rank of Executive Director you will be eligible to open two additional TBI positions directly underneath your initial position. Each position will carry a one-time activation payment of \$100 and will require the standard \$49.⁹⁷ monthly contribution.

TEAM BUILDING INCOME RANKS:

Ambassador Someone that has registered at GBXIntl.com for free, and is building to earn their Associate qualification. [See Rank Qualifications / Definitions for more details.]

Associate \$2,000 weekly cap. Must have 5 personally enrolled Qualifying Customers (QC) - someone who has downloaded the GivBux application and purchased at least \$25 in GivBux. Must also have one personally sponsored GBX Independent Associate on both your left and right teams.

Director \$6,000 weekly cap. Must have two personally sponsored associates to your left and two personally sponsored associates to your right, and earned at least \$2,500 TBI the previous calendar month.

Senior Director \$10,000 weekly cap. Must have three personally sponsored associates to your left and three personally sponsored associates to your right, and earned at least \$5,000 TBI in the previous calendar month.

Executive Director \$20,000 weekly cap. Must have four personally sponsored associates to your left and four personally sponsored associates to your right, and earned at least \$10,000 TBI in the previous calendar month.

Presidential Director \$30,000 weekly cap. Must have five personally sponsored associates to your left and five personally sponsored associates to your right, and earned at least \$20,000 TBI in the previous calendar month.

MATCHING BONUS

(Paid weekly)

Earn up to four generations of Matching Bonuses on your personally enrolled TBI pay.

Achieve **Director** level and receive a 20% matching bonus on your personally sponsored Qualified Associates' TBI pay.

Achieve **Senior Director** level and receive a 10% matching bonus on your 2nd generation's Qualified Associates' TBI pay.

Achieve **Executive Director** level and receive a 5% matching bonus on your 3rd generation's Qualified Associates' TBI pay.

Achieve **Presidential Director** level and receive 5% matching bonus on your 4th generation's Qualified Associates' TBI pay.

UNI-LEVEL BONUS

(Paid monthly)

Each package carries a set amount of BV that will be paid out based on the below uni-level chart. Examples: The \$247 Business Builder Pack carries 50BV; the \$497 Business Builder Pro Pack carries 120BV; the \$49.⁹⁷ monthly autopay carries 25BV.

Uni-Level Bonus					
Rank (Must be Active)	Associate	Director	Senior Director	Executive Director	Presidential Director
Level 1	15%	20%	20%	20%	30%
Level 2	10%	10%	10%	10%	10%
Level 3		5%	10%	10%	10%
Level 4			10%	10%	10%
Level 5				15%	15%
Level 6				10%	15%
Level 7					10%
	25%	35%	50%	75%	100%

Dynamic Compression

[Inactive Associates Do Not Represent a Level]

RANK QUALIFICATIONS / DEFINITIONS

Ambassador Someone that has registered at GBXIntl.com for free and is building to earn their Associate qualification. [Ambassadors must qualify as an Associate within 60 days to maintain their commissionable position within the compensation plan. After 60 days, they must enroll for the monthly autopay package to maintain their position as they continue to progress in rank. Not enrolling in the monthly autopay package will result in the loss of their compensation plan positioning.]

Associate An Ambassador who has purchased a Business Builder Pack and personally enrolled 5 Qualifying Customers (QC), OR personally enrolled 25 QC, OR personally enrolled 3 fully qualified Associates and 5 personally enrolled QC. [Note: To be eligible to enroll merchants, an Associate must have their 5QC and pass the online compliance exam in the University.]

Director 50 Qualifying Customers OR 10 personally enrolled Merchant Businesses.

Senior Director 100 Qualifying Customers OR 20 personally enrolled Merchant Businesses.

Executive Director 200 Qualifying Customers OR 40 personally enrolled Merchant Businesses.

Presidential Director 500 Qualifying Customers OR 100 personally enrolled Merchant Businesses.

GUIDELINES:

- All Associates must personally enroll a minimum of 5 QCs to be eligible to earn commissions and enroll a merchant.
- If a directly enrolled GivBux Member does not become a QC by purchasing their \$25, more Members must be enrolled until at least 5 QC are attained.
Example: Associate enrolls 5 GivBux Members, however only 4 purchase their initial \$25 in GivBux. That Associate must gain 1 more QC before qualifying for commissions.
- All new Associates have 30 calendar days from the first pay period after registration to earn the commissions they are entitled to once they've met all of their Associate qualifications.
Example: If Paul enrolls Sally, who buys a \$247 Business Builder Pack, all commissions on Sally's pack will be banked for the 30-day period, or until Paul fully qualifies as an Associate (including his 5 QC), whichever comes first. After the 30-day period, should Paul not fully qualify as an Associate, the CAB bonus on Sally's package will be locked and therefore forfeited.



GLOBAL LEGACY BONUS POOL (GLB) (Paid monthly)

All qualifying Associates and above will automatically receive .5% on sales made through the GivBux platform from their personally enrolled merchants.

For an Associate to earn in the GLB, they must enroll at least one merchant, or achieve Director rank or higher.

- Only active Associates and Directors qualify to earn in the GLB.
- GLB is paid based on your highest achieved payment rank [either TBI or Uni-Level] during the pay period.
- GLB is calculated on all approved Independent Merchant sales on a monthly basis.
- GLB is calculated from the sales per calendar month and paid on the 15th of the following month.

Examples: If there are \$10M in merchant transactions, the shared 2.0% would be \$200,000. If there are 1000 Directors and above, they would equally share in 20% of the pool, which is \$40,000, each earning \$40. Senior Directors and above would share in 30% or \$60,000. So, if there are 250 Senior Directors, each will earn \$240. Executive Directors and above would share in 40%, or \$80,000. If there are 50 qualified Executive Directors, each would earn \$1,600. And finally, Presidential Directors would share in 10% or \$20,000. Therefore 10 qualified Presidential Directors would each earn \$2,000, plus their qualified earnings on all other levels, for a total of \$3,880.

THESE EXAMPLES ARE FOR ILLUSTRATION ONLY! THERE ARE NO GUARANTEES OF EARNINGS; ALL IS BASED ON MERCHANT TRANSACTIONS AND RANK QUALIFICATIONS.

GLOBAL LEGACY BONUS POOL (GLB)				
2% of Global Independent Merchant Transactions through the GivBux Platform, Divided as Designated Below:				
Percentage Paid of Total Pool	Ranks (Must be Active):			
	Director	Senior Director	Executive Director	Presidential Director
20%	★	★	★	★
30%		★	★	★
40%			★	★
10%				★



GLOSSARY OF TERMS:

Active Status: One who maintains the monthly autopay to stay enrolled in GivBux University.

Ambassador: Someone that has registered at GBXIntl.com for free and is building to earn their Associate qualification.

Associate [GBX Independent Associate]: Someone who has enrolled at GBXIntl.com and accomplished one of the three following options to fully qualify for this rank and be eligible for commissions: 1. Purchase of a Business Builder Pack and personally enroll 5 Qualified Customers (QC), 2. Personally enroll 25 Qualified Customers, 3. Personally enroll 3 fully qualified Associates and personally enroll 5 QC. Monthly enrollment in GivBux University is required to maintain the active status of this and all ranks.

Business Volume: Commissionable volume generated from purchases made by those within your GBX International business organization.

Customer Acquisition Bonus (CAB): Income bonus paid out on the purchase of a Business Builder Pack or the purchase of [or upgrade to] a Business Builder Pro Pack by a qualifying Associate. [Paid weekly.]

Dynamic Compression: When the compensation plan bypasses inactive and ineligible Associates, and commissions roll up those next who qualify.

GivBux Compliance Exam: All GBX Independent Associates are required to pass the exam before they may enroll merchants into the GivBux system.

GivBux Member: Someone who has downloaded the GivBux app.

Global Legacy Bonus (GLB): Income earned by an Associate or Director based on monthly global Independent Merchant transactions. Payout percentages are determined by rank and divided equally among the Directors that qualify at each rank. Once an Associate has personally enrolled at least one Merchant, that Associate qualifies to be paid in the GLB for as long as their directly enrolled merchant(s) participate in the GivBux program, provided the Associate maintains active status. This bonus payout is fully transferable and inheritable. [Paid monthly.]

NOTE: The purpose of this bonus is to reward the enrollment of Independent Merchants. Approach/enrollment of any national chains [merchants with more than 10 locations and/or doing business in more than one state] requires corporate approval.

Hybrid Compensation Plan: Many compensation plans are static, paying commission on only one aspect of the company's income. The GBX pay plan is a dynamic hybrid, combining unilevel payouts with team building income, plus bonuses.

Inactive Associate: Someone who has not achieved the full qualifications of Associate within a pay period and will be bypassed for commissions.

Matching Bonus: Income paid as a percentage match on your personally sponsored qualified Associates' Team Building Income. Percentages are determined by your qualified TBI rank during that pay period. [Paid weekly.]

Merchants: Independent businesses enrolled to participate in the GivBux payment platform. Note: Approach/enrollment of any national chains [merchants with more than 10 locations, and/or doing business in more than one state] requires corporate approval.

Personal Volume: Commissionable volume generated by your direct purchases.

Qualifying Customer (QC): A Member who has downloaded the GivBux application, and purchased a minimum of \$25 USD in GivBux. [Note: If this initial \$25 in GivBux is refunded, the Member is no longer a Qualifying Customer.]

Rank: Your payout position within the compensation plan; determined by your number of Qualifying Customers personally enrolled, number of qualified Associates personally enrolled, your Business Volume and your prior commissions.

Team Building Income: Income earned from the Business Volume [BV] of your GBX teams. Payout is based on the volume of the lesser team, and the percentage of payout is based on your earned rank. [Paid weekly.]

Unilevel Bonus: Income earned from the Business Volume [BV] of your entire GBX International organization. Percentage of payout is based on your earned rank. [Paid Monthly.]

DISCLAIMER: All projections of earnings within the GBX International Compensation Plan are based on personal performance and are not guaranteed. GBX International accepts no liability for unachieved income realization, and cannot be held liable for any projections, perceived projections or assumed compensation unmerited due to lack of performance within the compensation plan or the overall GBX International program.

